

October 6, 2016

Dear OUSD BOE Directors:

Last year, for the first time in more than a decade, Oakland faculty and staff began receiving a significant salary increase. Granted, we have a way to go to achieve a level of compensation comparable to other Bay Area school districts. However, the increase provided over time by our new contract indicated a willingness on the part of district leadership to begin to acknowledge the value of its educators and other hard working employees.

Imagine how offended we felt when we learned of district plans to renege on a percentage of our contracted salary increase. What a deplorable precedent to establish in labor and management relations! If this reduction were to actually materialize, how could we believe that future agreements would hold any value? It would seriously jeopardize our upcoming contract negotiations. Any notion of trust developing between unit members and administration would be swiftly nipped in the bud.

In OUSD's Strategic Plan, integrity is touted as one of three overarching foundational principles that determine how students and employees are treated. Needless to say, signing an agreement, then failing to honor the terms of that agreement, is as far away from having integrity as one can get. When it involves a legal document such as our contract, it is not just dishonorable, but unlawful, as well—and we are forced, under those circumstances, to act accordingly.

OEA members—novices and veterans alike—are truly disillusioned and disgusted by this development. As their representatives, this Board appeals to you—the employers of the OUSD administrators responsible for this unfortunate situation—to make sure the problem is resolved and the decision to reduce our salary increase is abandoned. It would benefit all OUSD stakeholders if teachers, staff, and district leadership are on good terms with one another and not involved in a drawn out battle over something that can be settled relatively quickly and effectively—with integrity.

Sincerely yours,

The OEA Executive Board:

Trish Gorham	Chaz Garcia	Keith Brown	Steve Myamoto
Rodney Brown	Dierdre Snyder	Mary Hill	Ismael Amendariz
Natalia Stark	Relena Ellis	Jasmene Miranda	Janet Lau
	Janan Apaydin	Andy Young	